

Cardno International Development: Gender Equality Commitment

At Cardno International Development (ID) we believe that gender equality is essential for improving the wellbeing of all women, men, girls, boys and gender non-conforming people and achieving inclusive sustainable development. We believe that all women and girls should live a life free from oppression, discrimination, and constraints. Through our programs, we will work to redress women's specific gendered disadvantages. We will facilitate the enhancement of women's voice and inclusion and aim to improve systems and structures that act as obstacles for women's socioeconomic and political participation. Cardno ID's organisational culture will demonstrate our commitment to gender equality and we will support staff to adopt processes and practices that promote gender equality.

Gender equality is a human right and fundamental for sustainable development. Although there has been much progress in improving the circumstances of women and girls in some parts of the world, there remain significant challenges to achieving this goal. In many parts of the world women and girls have limited access to essential services, continue to experience the ongoing threat of sexual and gender-based violence, have limited control over their own bodies and reproductive health choices, have limited access to decision-making and leadership roles, earn less income and participate in labour markets on an unequal basis compared to men.

Our commitment to gender equality is founded on the Human Rights Framework and globally agreed principles including equality, non-discrimination, participation, and inclusion. It is based on international and regional standards, in particular the Convention on the Elimination of all forms of Discrimination against Women and global targets outlined in the Sustainable Development Goals.

Cardno ID recognises that the identities and backgrounds of women are diverse and multiple with regard to race, ethnicity, ability, sexuality, age, and socioeconomic status among others and these factors intersect to further disadvantage many women and girls. Through our work we are committed to addressing the multiple barriers that women and girls experience as a result of their diverse identities and backgrounds. We acknowledge that men and boys are also shaped by sociocultural expectations related to masculinity constructs in different contexts. We therefore engage with men and boys to address gender norms that constrain and limit the advancement towards gender equality.

We commit to:

- > Building knowledge and capacity on our approach and commitment to gender equality amongst Cardno ID staff, program personnel, program delivery partners and national and international stakeholders
- > Actively pursuing positive gender equality outcomes across our international development programs to meet our gender equality standards
- > Integrating gender equality across Cardno ID's operational systems.

Marian Boreland
President
Cardno International Development